

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 13-CA-264435	Date Filed 8/10/2020

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer (1) 225 S. Canal St. McDonald's (2) McDonald's USA As joint employers.		b. Tel. No. (1) (312) 627-9234 (2) (800) 244-6277
d. Address (Street, city, state, and ZIP code) (1) 225 S. Canal St., Chicago, IL 60606 (2) 110 N. Carpenter Street, Chicago, IL 60607		c. Cell No.
e. Employer Representative (1) (b) (6), (b) (7)(C) (2) (b) (6), (b) (7)(C)		f. Fax No.
		g. e-mail
		h. Number of workers employed (1) App. 50; (2) 100,000+
i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	j. Identify principal product or service Fast Food	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) **(a)(3)** of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

A. Since **(b) (6), (b) (7)(C)** 2020, Respondent has been reducing the work hours of its employee, **(b) (6), (b) (7)(C)**, in retaliation for **(b) (6)** protected complaints about safety for **(b) (6)** and **(b) (6)** co-workers at the Respondent's facility. Since on or about **(b) (6), (b) (7)(C)** 2020, Respondent has removed **(b) (6), (b) (7)(C)** from the work schedule altogether. In this way, Respondent has discriminated against **(b) (6), (b) (7)(C)** to encourage or discourage membership in a labor organization, in violation of Sections 8(a)(3) and 8(a)(1) of the Act.

B. On or about **(b) (6), (b) (7)(C)** 2020, Respondent's representative ordered **(b) (6), (b) (7)(C)** not to look at other employees' schedules for purposes of comparing work hours. In this way, Respondent has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
SEIU National Fast Food Workers Union

4a. Address (Street and number, city, state, and ZIP code) 850 W. Jackson Street Chicago, IL 60607	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees international Union

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ Josiah A. Groff

Josiah A. Groff, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich
Address 8 S. Michigan Avenue, 19th Floor, Chicago, IL 60603

8/10/2020
Date

Tel. No.
(312) 372-1361

Office, if any, Cell No.

Fax No.
(312) 372-6599

e-mail
jgroff@laboradvocates.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

All Cases ▼

Case Number	Case Name	Case Actions	Date Filed▼	Status	IA Category	Charging Party	Blocked
13-CA-263453	2438 W. Cerm...	Case Actions	7/23/2020	Open	1	SEIU Natio...	
13-CA-262584	2827 S. Cicero...	Case Actions	7/6/2020	Open	2	Service Em...	
13-CA-262298	RMC Adams-...	Case Actions	6/29/2020	Open	3	Service Em...	
13-CA-261871	207 East 35th ...	Case Actions	6/17/2020	Open	3	Service Em...	
13-CA-261315	RMC Adams-...	Case Actions	6/5/2020	Open	2	Service Em...	
13-CA-252590	RMC Adams-...	Case Actions	11/29/2019	Open	2	Service Em...	
13-CA-252379	Darren A Freih...	Case Actions	11/25/2019	Closed	1	Deneen Gri...	
13-CA-250682	180 West Ada...	Case Actions	10/25/2019	Closed	2	Service Em...	
13-CA-246833	203 North LaS...	Case Actions	8/19/2019	Closed	3	Service Em...	
13-CA-246532	500 West Madi...	Case Actions	8/14/2019	Closed	3	Service Em...	
13-CA-244739	Nornat III, Inc. ...	Case Actions	7/11/2019	Closed	2	SEIU Natio...	
13-CA-244553	500 West Madi...	Case Actions	7/8/2019	Closed	3	Service Em...	
13-CA-243340	203 North LaS...	Case Actions	6/14/2019	Closed	2	Service Em...	
13-CA-233532	McDonald's	Case Actions	1/3/2019	Closed	2	Service Em...	
13-CA-221323	6900 S. Lafay...	Case Actions	6/1/2018	Closed	2	Service Em...	
13-CA-219614	McDonald's as...	Case Actions	5/3/2018	Closed	2	Service Em...	
13-CA-217340	McDonald's 27...	Case Actions	3/28/2018	Closed	2	Service Em...	
13-CA-215604	McDonald's	Case Actions	2/27/2018	Closed	3	National Fa...	
13-CA-212908	McDonald's	Case Actions	1/11/2018	Closed	2	NFFWU	
13-CA-207536	McDonald's	Case Actions	10/6/2017	Closed	1	Workers Or...	

Case

Case Number:	13-CA-207536	Case Name:★	McDonald's	Dispute/Unit City:	Chica		
Status:★	Closed	Charging Party/Petitioner:	Workers Organizi	Field Agent:	MGUERRER	Dispute/Unit State:	IL
IA Category:	1	Date Filed:	10/6/2017	Field Supervisor:	PPROKOP	Team:	MGUI
Barg Status:	None	Filed Date + 120:	02/03/2018	Filed Date + 365:	10/06/2018	Closed Reason:	Withc
						Date Closed:	12/15



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 13
Dirksen Federal Building
219 South Dearborn Street, Suite 808
Chicago, IL 60604-2027

Agency Website: www.nlr.gov
Telephone: (312)353-7570
Fax: (312)886-1341



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August 12, 2020

(b) (6), (b) (7)(C)

McDonald's
225 S. Canal St
Chicago, IL 60606

(b) (6), (b) (7)(C)

McDonald's USA
110 N. Carpenter Street
Chicago, IL 60607

Re: 225 S. Canal St. McDonald's and
McDonald's USA, as joint employers
Case 13-CA-264435

Dear (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C):

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner Maria Guerrero whose telephone number is (312)353-0329. If this Board agent is not available, you may contact Supervisor Field Examiner Joyce A. Hofstra whose telephone number is (312)353-7609.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge by August 26, 2020. If the Board agent later asks for more evidence, I strongly urge you or your

representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Correspondence: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, www.nlr.gov. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read 'Peter Sung Ohr', with a long horizontal line extending to the right.

Peter Sung Ohr
Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

CASE NUMBER

13-CA-264435

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)

YES NO

A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (*Check the largest amount*):☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. **Did you begin operations within the last 12 months?** If yes, specify date: _____**10 ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**225 S. CANAL ST. MCDONALD'S AND
MCDONALD'S USA, AS JOINT EMPLOYERS**

Charged Party

and

**SEIU NATIONAL FAST FOOD WORKERS
UNION**

Charging Party

Case 13-CA-264435

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on August 12, 2020, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)

McDonald's
225 S. Canal St
Chicago, IL 60606

(b) (6), (b) (7)(C)

McDonald's USA
110 N. Carpenter Street
Chicago, IL 60607

August 12, 2020

Date

Lori A. Brown, Designated Agent of NLRB

Name

/s/ Lori A. Brown

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 13
Dirksen Federal Building
219 South Dearborn Street, Suite 808
Chicago, IL 60604-2027

Agency Website: www.nlr.gov
Telephone: (312)353-7570
Fax: (312)886-1341



Download
NLRB
Mobile App

August 12, 2020

SEIU National Fast Food Workers Union
850 West Jackson Street, Suite 275
Chicago, IL 60607

Re: 225 S. Canal St. McDonald's and
McDonald's USA, as joint employers
Case 13-CA-264435

Dear Sir or Madam:

The charge that you filed in this case on August 10, 2020 has been docketed as case number 13-CA-264435. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner Maria Guerrero whose telephone number is (312)353-0329. If this Board agent is not available, you may contact Supervisor Field Examiner Joyce A. Hofstra whose telephone number is (312)353-7609.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

August 12, 2020

Very truly yours,

A handwritten signature in black ink, appearing to be "Peter Sung Ohr", written over a horizontal line.

Peter Sung Ohr
Regional Director

cc: Josiah A Groff, Esq.
Dowd, Bloch, Bennett, Cervone,
Auerbach & Yokich
8 S Michigan Ave Ste 1900
Chicago, IL 60603-3315

FORM NLRB-4701
(9-03)

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

SEIU National Fast Food Workers Union

and

225 S. Canal St. McDonald's and McDonald's USA

CASE 13-CA-264435

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

☐ GENERAL COUNSEL
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF _____

(b) (6), (b) (7)(C) _____

IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☐ REPRESENTATIVE IS AN ATTORNEY

☐ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

NAME: Francisco Guzman

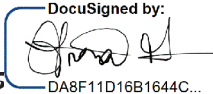
MAILING ADDRESS: 850 W. Jackson Street, Chicago, IL 60607

E-MAIL ADDRESS: francisco.guzman@thefightfor15.org

OFFICE TELEPHONE NUMBER: _____

CELL PHONE NUMBER: (773) 808-0127

FAX: _____

SIGNATURE:  _____

DATE: 8/11/2015

¹ IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

National Labor Relations Board
NOTICE OF DESIGNATION OF ATTORNEY
OR REPRESENTATIVE

SEIU National Fast Food Workers Union

and

225 S. Canal St. McDonald's and McDonald's
USA,

CASE NO.
13-CA-264435

To: Regional Director,

I, **(b) (6), (b) (7)(C)**, the undersigned, hereby designate

Francisco Guzman, whose name and address appear below,

as my attorney/representative in this proceeding.

This designation shall remain valid until a written revocation of it, signed by me, is filed with the Board.

FULL NAME OF WITNESS
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
<small>SIGNATURE OF WITNESS (please sign in ink)</small>
14/08/2020
DATE

NAME OF ATTORNEY/REPRESENTATIVE
Francisco Guzman
<input type="checkbox"/> REPRESENTATIVE IS AN ATTORNEY
MAILING ADDRESS
850 W. Jackson Street Chicago, IL 60607
EMAIL ADDRESS
francisc@example.com
TELEPHONE NUMBER
(773) 808-0127

Case Name: 225 S. Canal St. McDonald's and McDonald's USA, as joint employers
Case No.: 13-CA-264435
Agent: Field Examiner Maria Guerrero

CASEHANDLING LOG

[illegible]

MEMO TO FILE ON BACKPAY

(To Be Completed by Board Agent – NOT Discriminatee – to Supplement Affidavit)

Case 13-CA-264435

Date: August 24, 2020

Discriminatee – Information			
Full Name			
SSN (to be used for location purposes)			
Employment with Employer Named in Charge			
Position			
Hire Date		Termination Date	
Days and Hours Worked Per Week			
Rate of Pay			
Fringe Benefits (e.g. pension, 401(k), health insurance)			
Miles from Home			
Interim Employment			
Interim Employer Name (If none, so state.)			
Address:			
Phone #		Position	
Hire Date		Miles from Home	
Separation Date (if any)		Reason for Separation	
Days and Hours Worked Per Week			
Rate of Pay			
Fringe Benefits			
Contact Who Will Be Able to Locate Discriminatee			
Contact Name			
Contact Address			

Contact Phone: Home #		Cell #	
Email Address			

(b) (6), (b) (7)(C)

2020 12:59

Schedule Report

Week Schedule 2020 - 2020

Store: (b) (6), (b) (7)(C)

Page: 1 of 2

(b) (6), (b) (7)(C)

		11:00 - 18:00		
15:00 - 20:45	11:00 - 19:00		15:00 - 20:45	
	15:00 - 20:45			
		09:30 - 17:00		
		06:00 - 13:30		
11:00 - 15:00				
			09:30 - 17:00	
				11:00 - 15:30
15:00 - 20:30	15:00 - 20:30	12:00 - 20:30	15:00 - 20:30	13:30 - 20:30
		09:00 - 15:00		
	06:00 - 12:00			
06:00 - 11:30	06:00 - 11:30		06:00 - 11:00	06:00 - 14:00
06:00 - 11:00		06:00 - 10:30		06:00 - 12:30
	11:00 - 15:30			
			06:00 - 12:00	
		11:00 - 15:00		
			06:00 - 12:00	
10:00 - 16:00		05:00 - 10:45	05:00 - 10:45	
09:30 - 15:30				
		09:00 - 17:00	11:00 - 19:00	15:00 - 20:30
	15:00 - 20:30	13:00 - 20:30	15:00 - 20:30	11:00 - 19:00
05:00 - 11:00	05:00 - 11:00	05:00 - 11:00		15:00 - 20:30
	10:00 - 15:00			05:00 - 11:30
				08:00 - 15:00
			10:00 - 15:30	
		15:00 - 20:30		15:00 - 20:30
				09:30 - 15:00

(c)(7) (q) '(9) (q)

Schedule Report
Week Schedule 2020 - 2020

Store: (b) (6), (b) (7)(C)
Page: 1 of 2

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) 2020 12:59

(b) (6), (b) (7)(C)

14:45 - 20:30

15:00 - 20:30

(b) (6), (b) (7)(C)

15:00 - 20:30

15:00 - 20:30

09:30 - 16:00



Seal Report

Week Schedule 2020 - 2020

Store:

Page: 2 of 2

(b) (6), (b) (7)(C)

2020 12:59

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

		14:45 - 20:30		15:00 - 20:30		
07:00 - 16:00	07:00 - 16:00	07:00 - 16:00				16:00 - 20:30
		05:30 - 11:30				07:00 - 16:00
			15:00 - 20:30			
			05:00 - 12:00	05:00 - 11:30		
14:30 - 20:30						
	09:30 - 15:00					
		15:00 - 20:30	15:00 - 20:30	11:00 - 19:00	11:00 - 19:00	05:00 - 11:00
11:00 - 19:00			10:00 - 15:00			
05:00 - 12:00	05:00 - 12:00	05:00 - 12:00				
					05:00 - 11:00	05:00 - 11:00
09:30 - 17:00			09:00 - 17:00	10:00 - 15:15	09:00 - 15:30	10:00 - 17:00
	08:00 - 16:00	08:00 - 17:00	08:00 - 16:30		09:00 - 17:00	
10:30 - 15:30	10:30 - 17:00					
15:00 - 20:30	13:30 - 20:30			12:00 - 20:30	14:30 - 20:30	11:00 - 16:00
						15:00 - 20:30

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

15:00 - 20:45	11:00 - 19:00	11:00 - 18:00		15:00 - 20:45	
	15:00 - 20:45				
		09:30 - 17:00			
11:00 - 15:00		06:00 - 13:30			
			09:30 - 17:00		
15:00 - 20:30	15:00 - 20:30	12:00 - 20:30	15:00 - 20:30		11:00 - 15:30
		09:00 - 15:00		09:30 - 15:30	13:30 - 20:30
	06:00 - 12:00		06:00 - 11:00		06:00 - 14:00
06:00 - 11:30	06:00 - 11:30				06:00 - 12:30
06:00 - 11:00		06:00 - 10:30			
	11:00 - 15:30				
		11:00 - 15:00		06:00 - 12:00	
10:00 - 16:00		05:00 - 10:45	05:00 - 10:45	06:00 - 12:00	
09:30 - 15:30					
		09:00 - 17:00	15:00 - 20:30		15:00 - 20:30
	15:00 - 20:30	13:00 - 20:30	09:00 - 17:00	15:00 - 20:30	11:00 - 19:00
05:00 - 11:00	05:00 - 11:00	05:00 - 11:00		05:00 - 11:30	
	10:00 - 15:00			09:00 - 15:00	
			10:00 - 15:30		
			15:00 - 20:30	15:00 - 20:30	
					09:30 - 15:00

(b) (6), (b) (7)(C) 2020 14:20

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

2020 14:20

Schedule Report
Week Schedule (b) (6), (b) (7)(C) 2020 - (b) (6), (b) (7)(C) 2020

Store: (b) (6), (b) (7)(C)

Page: 2 of 2

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6),
(b) (7)

(b) (6), (b) (7)(C)

		14:45 - 20:30		15:00 - 20:30		
07:00 - 16:00	07:00 - 16:00	07:00 - 16:00	07:00 - 16:00			16:00 - 20:30
		05:30 - 11:30				07:00 - 16:00
			15:00 - 20:30			
			05:00 - 12:00	05:00 - 11:30		
14:30 - 20:30						
	09:30 - 15:00					
11:00 - 19:00		15:00 - 20:30	11:00 - 17:00	11:00 - 18:00	11:00 - 19:00	05:00 - 11:00
			10:00 - 15:00			
05:00 - 12:00	05:00 - 12:00	05:00 - 12:00				
				05:00 - 11:00	05:00 - 11:00	
09:30 - 17:00			15:00 - 20:30	10:00 - 15:15	09:00 - 18:30	10:00 - 17:00
	08:00 - 16:00	08:00 - 17:00	08:00 - 16:30		09:00 - 17:00	
10:30 - 15:30	10:30 - 17:00					11:00 - 16:00
15:00 - 20:30	13:30 - 20:30			12:00 - 20:30	14:30 - 20:30	15:00 - 20:30

(b) (6), (b) (7)(C)

(b)(6), (b)(7)(C)

(b)(6), (b)(7)(C)

(b)(6), (b)(7)(C)

		11:00 - 18:00		
15:00 - 20:45	11:00 - 19:00		15:00 - 20:45	
	14:30 - 20:45			
		09:30 - 15:30		
		06:00 - 13:30		
11:00 - 15:00				
			09:30 - 17:00	
15:00 - 20:30	15:00 - 20:30		15:00 - 20:30	11:00 - 15:30
		09:00 - 15:00		15:00 - 20:30
	06:00 - 14:00		09:30 - 15:30	
06:00 - 11:30	06:00 - 11:30		06:00 - 11:00	06:00 - 14:00
06:00 - 11:00		06:00 - 10:30		06:00 - 12:30
	11:00 - 15:30			
	15:00 - 20:30	12:00 - 20:30		
		11:00 - 15:00		
			06:00 - 12:00	
			06:00 - 12:00	
		05:00 - 10:45	05:00 - 10:45	
		09:00 - 17:00	15:00 - 20:30	15:00 - 20:30
	15:00 - 20:30	13:00 - 20:30	09:00 - 17:00	15:00 - 20:30
05:00 - 11:00	05:00 - 11:00	05:00 - 11:00		11:00 - 19:00
	10:00 - 15:00			05:00 - 11:30
				10:00 - 13:00
			10:00 - 15:30	
		15:00 - 20:30		15:00 - 20:30

(b)(7)(C), (b)(7)(D)

(b)(6), (b)(7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

[illegible]

(b) (6), (b) (7)(C)

Schedule Report
Printed On: 07/16/2020 09:16:30 AM

Store: **10111**

Week Schedule: **2020** Page 2 of 2

(b) (6), (b) (7)(C)

			07:00 - 15:00		10:30 - 16:00	
						15:00 - 22:45
						07:00 - 15:00
			16:00 - 22:45	15:00 - 22:45		15:00 - 22:45
						16:00 - 22:45
						07:00 - 16:00
16:00 - 22:45						
07:00 - 16:00	07:00 - 16:00	07:00 - 16:00				
		05:30 - 11:30				
	07:00 - 13:00	07:00 - 13:00			07:30 - 15:00	07:00 - 13:00
				04:00 - 11:30	04:00 - 11:30	06:00 - 14:00
						11:00 - 20:00
11:00 - 18:00		13:00 - 19:00				
	07:00 - 15:00					10:00 - 18:00
	11:00 - 19:00	15:00 - 22:45	15:00 - 22:45			
			07:00 - 15:00			
					04:00 - 13:30	04:00 - 13:30
04:00 - 11:00	04:00 - 11:00	04:00 - 11:00				
	13:00 - 20:00	13:00 - 20:00				
					11:00 - 18:00	10:00 - 18:00
11:00 - 19:00	10:00 - 16:00				11:30 - 20:30	15:30 - 22:45
15:00 - 22:45					16:00 - 23:45	

(b) (6), (b) (7)(C)

[illegible]

b) (6), (b) (7)(C)

07/01/01/05 2020 07 52

Schedule Reason: 07/01/01/05 2020

Week Schedule: 07/01/01/05 2020

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

07:00 - 15:00

15:00 - 22:45

07:00 - 19:00

16:00 - 22:45

15:00 - 22:45

07:00 - 16:00

07:00 - 19:00

16:00 - 22:45

07:00 - 13:00

13:00 - 19:00

04:00 - 11:30

04:00 - 11:30

07:00 - 13:00

07:00 - 13:00

06:00 - 15:00

11:00 - 18:00

07:00 - 15:00

13:00 - 19:00

15:00 - 22:45

07:00 - 15:00

04:00 - 13:30

04:00 - 13:30

04:00 - 11:00

04:00 - 11:00

04:00 - 11:00

13:00 - 20:00

12:00 - 20:00

15:00 - 22:45

15:00 - 22:45

16:00 - 23:45

11:30 - 20:00

13:30 - 22:45

11:00 - 19:00

10:00 - 16:00

15:00 - 22:45

(b) (6), (b) (7)(C)

b) (6), (b) (7)(C)

[illegible]

From: Josiah Groff <jgroff@laboradvocates.com>
Sent: Friday, August 28, 2020 11:18 AM
To: Guerrero, Maria
Subject: Re: Request for Charging Party Evidence | 13-CA-264435 | 225 S. Canal St. McDonald's and McDonald's USA, as joint employers

Hi Maria,

Yes, to confirm, the Union is requesting withdrawal as earlier anticipated. The Union does hope to refile at a better time.

Yours truly,

JOSIAH A. GROFF

DOWD, BLOCH, BENNETT, CERVONE, AUERBACH & YOKICH

8 South Michigan Avenue | 19th Floor | Chicago, IL 60603

Phone 312.372.1361 | Fax 312.372.6599

On Fri, Aug 28, 2020 at 7:53 AM Guerrero, Maria <Maria.Guerrero@nlrb.gov> wrote:

Josiah,

I am processing the withdrawal of the charge this morning.

Thank you,

Maria G. Guerrero

Field Examiner

Direct: 312-353-0329

From: Josiah Groff <jgroff@laboradvocates.com>
Sent: Tuesday, August 25, 2020 12:09 PM
To: Guerrero, Maria <Maria.Guerrero@nlrb.gov>
Cc: Francisco Guzman <francisco.guzman@thefightfor15.org>; Jeremy Al-Haj <alhaji@seiu1.org>

Subject: Re: Request for Charging Party Evidence | 13-CA-264435 | 225 S. Canal St. McDonald's and McDonald's USA, as joint employers

Maria,

Understood. We are still hoping we can reach (b) (6), (b) (7)(C) If we haven't been able to confirm an affidavit session time for (b) (6), (b) (7)(C) by the end of the day Thursday, the Union has authorized me to withdraw the charge, in hopes of re-filing later.

Yours truly,

JOSIAH A. GROFF

DOWD, BLOCH, BENNETT, CERVONE, AUERBACH & YOKICH

8 South Michigan Avenue | 19th Floor | Chicago, IL 60603

Phone 312.372.1361 | Fax 312.372.6599

On Tue, Aug 25, 2020 at 9:44 AM Guerrero, Maria <Maria.Guerrero@nlrb.gov> wrote:

Hi Josiah,

To confirm (b) (6), (b) (7)(C) needs to be rescheduled for sometime this week. If (b) (6), (b) (7)(C) is not prepared to provide (b) (6), (b) (7)(C) evidence this week the charge should be withdrawn and re-filed. Based on the alleged dates in the charge, I do not think there are any 10(b) issues.

The remainder of the week, W-F, I am available at the 9:30AM time slot. However, I am in the process of scheduling another affidavit so the statement may have to be done in the afternoon depending on the day.

Thanks,

Maria G. Guerrero

Field Examiner

Direct: 312-353-0329

From: Josiah Groff <igroff@laboradvocates.com>

Sent: Monday, August 24, 2020 9:34 AM

To: Guerrero, Maria <Maria.Guerrero@nlrb.gov>

Cc: Francisco Guzman <francisco.guzman@thefightfor15.org>; Jeremy Al-Haj <alhaji@seiu1.org>

Subject: Re: Request for Charging Party Evidence | 13-CA-264435 | 225 S. Canal St. McDonald's and McDonald's USA, as joint employers

Hi Maria,

I just spoke to Francisco. I'm sorry about the delay. He is going to get (b) (6), (b) (7)(C) on the phone and then call you, hopefully in just a minute.

Yours truly,

JOSIAH A. GROFF

DOWD, BLOCH, BENNETT, CERVONE, AUERBACH & YOKICH

8 South Michigan Avenue | 19th Floor | Chicago, IL 60603

Phone 312.372.1361 | Fax 312.372.6599

On Mon, Aug 24, 2020 at 9:32 AM Guerrero, Maria <Maria.Guerrero@nlrb.gov> wrote:

Good Morning,

I just called and left a message at the number below. Please give me a call at 312-353-0329, so that we can begin the appointment.

Maria G. Guerrero

Field Examiner

Direct: 312-353-0329

From: Francisco Guzman <francisco.guzman@thefightfor15.org>

Sent: Friday, August 21, 2020 8:52 AM

To: Guerrero, Maria <Maria.Guerrero@nlrb.gov>

Cc: Josiah Groff <jgroff@laboradvocates.com>

Subject: Re: Request for Charging Party Evidence | 13-CA-264435 | 225 S. Canal St. McDonald's and McDonald's USA, as joint employers

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

On Mon, Aug 17, 2020, 12:51 PM Guerrero, Maria <Maria.Guerrero@nlrb.gov> wrote:

Hi Josiah,

Thank you. Friday at 9:30AM works for me. Please provide me with the telephone number to call (b) (6), (b) (7)(C).

Maria G. Guerrero

Field Examiner

Direct: 312-353-0329

From: Josiah Groff <jgroff@laboradvocates.com>

Sent: Friday, August 14, 2020 10:58 AM

To: Guerrero, Maria <Maria.Guerrero@nlrb.gov>

Cc: Francisco Guzman <francisco.guzman@thefightfor15.org>

Subject: Fwd: Request for Charging Party Evidence | 13-CA-264435 | 225 S. Canal St. McDonald's and McDonald's USA, as joint employers

Hi Maria,

I look forward to working with you. I'm copying Francisco Guzman here because he's coordinating logistics on this. (b) (6), (b) (7)(C), is available for (b) (6), (b) (7)(C) to give an affidavit by phone. We suggest (b) (6), (b) (7)(C). We are looking for the documents you requested.

Yours truly,

JOSIAH A. GROFF

DOWD, BLOCH, BENNETT, CERVONE, AUERBACH & YOKICH

8 South Michigan Avenue | 19th Floor | Chicago, IL 60603

Phone 312.372.1361 | Fax 312.372.6599

----- Forwarded message -----

From: **Guerrero, Maria** <Maria.Guerrero@nlrb.gov>

Date: Tue, Aug 11, 2020 at 2:18 PM

Subject: Request for Charging Party Evidence | 13-CA-264435 | 225 S. Canal St. McDonald's and McDonald's USA, as joint employers

To: jgroff@laboradvocates.com <jgroff@laboradvocates.com>

Josiah,

I have been assigned to investigate the Charge 13-CA-264435 which you filed against McDonalds involving a reduction of hours of employee (b) (6), (b) (7)(C). In order to begin the investigation, I need to schedule a date and time to take (b) (6), (b) (7)(C) statement. This appointment will be conducted via telephone. I am available Wednesday and Friday of next week – please let me know if any of those days work and if so, your proposed time(s).

In addition to the statement, please e-file the following in advance of the statement:

- Copies of any recent schedules for (b) (6), (b) (7)(C)
- Paystubs since (b) (6), (b) (7)(C) 2020 for (b) (6), (b) (7)(C)
- Any notification that (b) (6), (b) (7)(C) received regarding (b) (6), (b) (7)(C) removal from the schedule
- Any prior discipline that (b) (6), (b) (7)(C) has received

Thank you,

Maria G. Guerrero | Field Examiner

National Labor Relations Board, Region 13

Dirksen Federal Building

219 South Dearborn Street, Suite 808
Chicago, IL 60604
Tel: (312) 353-0329
Fax: (312) 886-1341

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UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 13
Dirksen Federal Building
219 South Dearborn Street, Suite 808
Chicago, IL 60604-2027

Agency Website: www.nlrb.gov
Telephone: (312)353-7570
Fax: (312)886-1341

August 28, 2020

Via electronic mail unless otherwise indicate

Angela Y. Lam, Attorney
1200 Shermer Road, Suite 425
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alam@lapointelaw.com

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77 West Wacker Drive, Suite 3500
Chicago, IL 60601
jlinas@jonesday.com

Justin D. Martin, Attorney
250 Vesey Street
New York, NY 10281
jmartin@jonesday.com

Re: 225 S. Canal St. McDonald's and
McDonald's USA, as joint employers
Case 13-CA-264435

Dear Ms. Lam, Mr. Linas, and Mr. Martin:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Peter Sung Ohr

Peter Sung Ohr
Regional Director

cc: (b) (6), (b) (7)(C)
RMC Loop Enterprises, LLC d/b/a
McDonalds
225 South Canal Street
Chicago, IL 60606
(Via first class mail)

(b) (6), (b) (7)(C)

McDonald's USA
110 North Carpenter Street
Chicago, IL 60607
(Via first class mail)

Josiah A Groff, Esq.
Dowd, Bloch, Bennett, Cervone,
Auerbach & Yokich
8 South Michigan Avenue, Suite 1900
Chicago, IL 60603
jgroff@laboradvocates.com

Fransico Guzman
850 West Jackson Street
Chicago, IL 60607
(Via first class mail)

SEIU National Fast Food Workers Union
850 West Jackson Street, Suite 275
Chicago, IL 60607
(Via first class mail)